



# **Recruitment and Retention of Teachers in Missouri Public Schools**

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**A Report to the Missouri General Assembly**

**December 2018**

**2018 UPDATE**  
**RECRUITMENT AND RETENTION OF TEACHERS IN MISSOURI PUBLIC SCHOOLS**  
**A REPORT TO THE MISSOURI GENERAL ASSEMBLY**

The following information provided is in regards to the Recruitment and Retention of full time teachers in Missouri.

Several key areas that were analyzed are

- demographics of the teacher workforce and demographics of the student population;
- age and experience of teachers for mentoring needs and continued professional development; and
- teacher retention and teacher attrition data.

### **Teacher Workforce Demographics**

#### **Gender & Race, Ethnicity**

- The total number of classroom teachers increased by 0.6 percent from 2016-17 to 2017-18.
- The percentage of teachers who are black and other ethnicities remained at 6.8 percent.

#### **Age & Experience**

- Teachers with 10 or fewer years of experience represent 49.9 percent of our teachers and there was a 0.9 percent decrease in teachers with five or fewer years.

#### **Teacher Workforce Dynamics**

- From 2012-13 to 2015-16, the percentage of first-year teachers who left the classroom with less than three years increased by 5.0 percent.
- From 2012-13 to 2014-15, the percentage of first-year teachers who left the classroom after five years increased by 1.9 percent.
- District hiring rates are at 10.8 percent, which is a decrease of 0.5 percent from 2016-17.
- The percentage of district new hires who were first-year teachers decreased by 0.3 percent.

#### **Gender and Race/Ethnicity Trends 2012-2018**

<b>School Year</b>	<b>2012 - 13</b>	<b>2013 - 14</b>	<b>2014 - 15</b>	<b>2015 - 16</b>	<b>2016 - 17</b>	<b>2017 - 18</b>
<b>Total Teachers</b>	69,025	69,407	69,859	69,683	70,220	70,575
<b>GENDER</b>						
<b>Female</b>	78.6%	78.4%	78.5%	78.4%	78.4%	78.5%
<b>Male</b>	21.4%	21.6%	21.5%	21.6%	21.6%	21.5%
<b>RACE/ETHNICITY</b>						
<b>White</b>	93.3%	93.2%	93.5%	93.5%	93.1%	93.2%
<b>Black</b>	5.2%	5.2%	4.9%	4.9%	5.2%	5.0%
<b>Other<sup>1</sup></b>	1.5%	1.6%	1.6%	1.6%	1.7%	1.8%

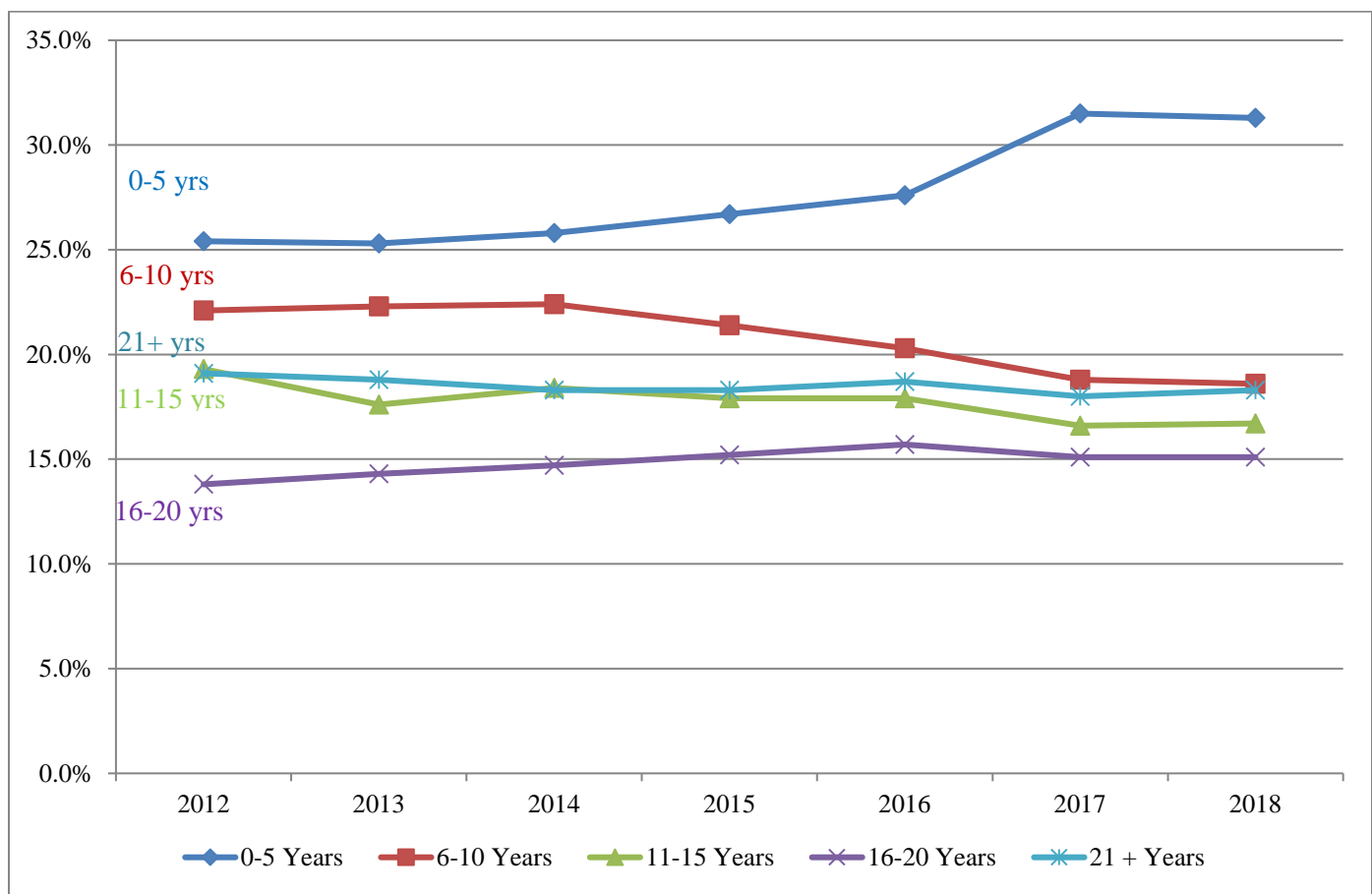
<sup>1</sup> Refers to all non-white, non-black race/ethnicities

**Age Group 2012-2018**

AGE GROUP	2012 - 13	2013 - 14	2014 - 15	2015 - 16	2016 - 17	2017 - 18
<b>20-29</b>	14.9%	15.4%	15.5%	15.6%	15.8%	15.7%
<b>30-39</b>	30.8%	30.8%	30.9%	30.9%	30.5%	30.4%
<b>40-49</b>	25.8%	26.9%	27.6%	27.8%	28.6%	28.9%
<b>50-59</b>	20.8%	19.3%	19.2%	19.0%	18.6%	18.8%
<b>60 +</b>	7.7%	7.6%	6.8%	6.7%	6.5%	6.4%

**Years of Experience 2012-2018**

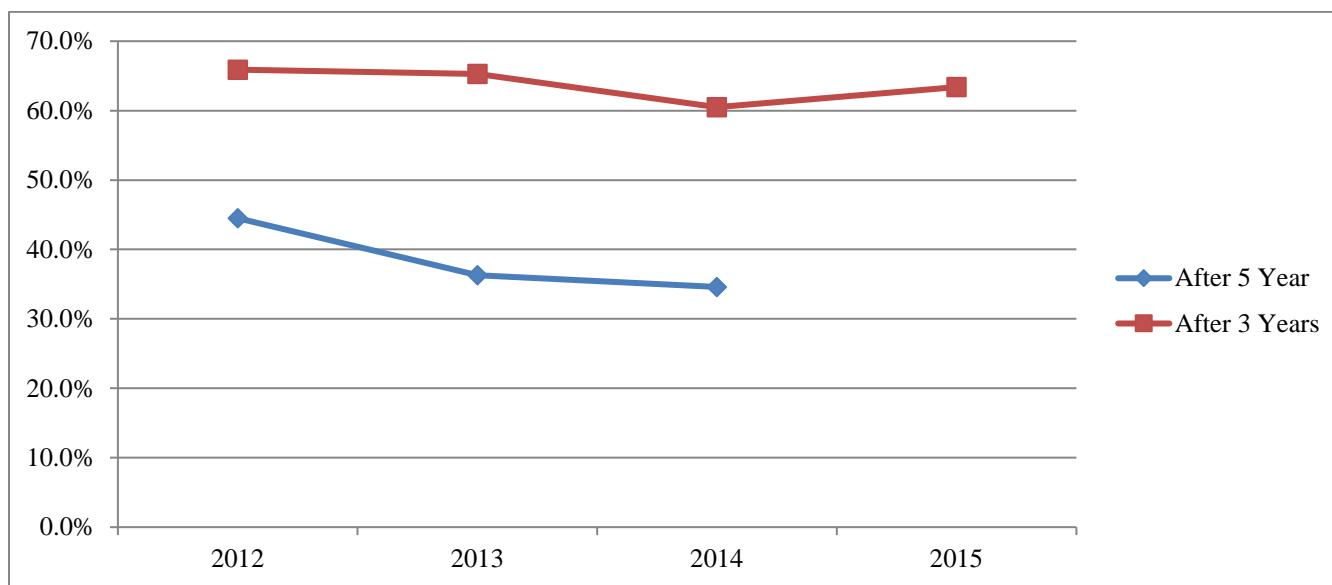
YEARS OF EXPERIENCE	2012 - 13	2013 - 14	2014 - 15	2015 - 16	2016 - 17	2017 - 18
<b>0-5</b>	25.9%	25.8%	26.7%	27.6%	31.5%	31.1%
<b>6-10</b>	22.7%	22.6%	21.5%	20.3%	18.8%	18.6%
<b>11-15</b>	17.9%	18.4%	17.9%	17.8%	16.6%	16.7%
<b>16-20</b>	14.6%	14.7%	15.4%	15.7%	15.1%	15.1%
<b>21+</b>	18.9%	18.5%	18.5%	18.6%	18.0%	18.3%

**Percent of Teachers Years of Experience 2012-2018**

**Missouri's Public School Work Force 2012-2018**

School Year	2012 - 13	2013 - 14	2014 - 15	2015 - 16	2016 - 17	2017 - 18
<b>Total Teachers</b>	69,025	69,407	69,859	69,683	70,220	70,575
<b>First-Year Teachers</b>	4,352	4,501	4,476	4,273	4,387	4,127
<b>% of First-Year Teacher Retention</b>						
<b>After 3 Years<sup>2</sup></b>	65.9%	65.3%	60.5%	63.4%	NA	NA
<b>After 5 Years<sup>3</sup></b>	44.5%	36.3%	34.6%	N/A	N/A	NA

*\*N/A means "data not yet available." For example, for those who were first-year teachers in 2017, the percentage of retention for the first three years will not be known until 2019, when three full years have passed.*

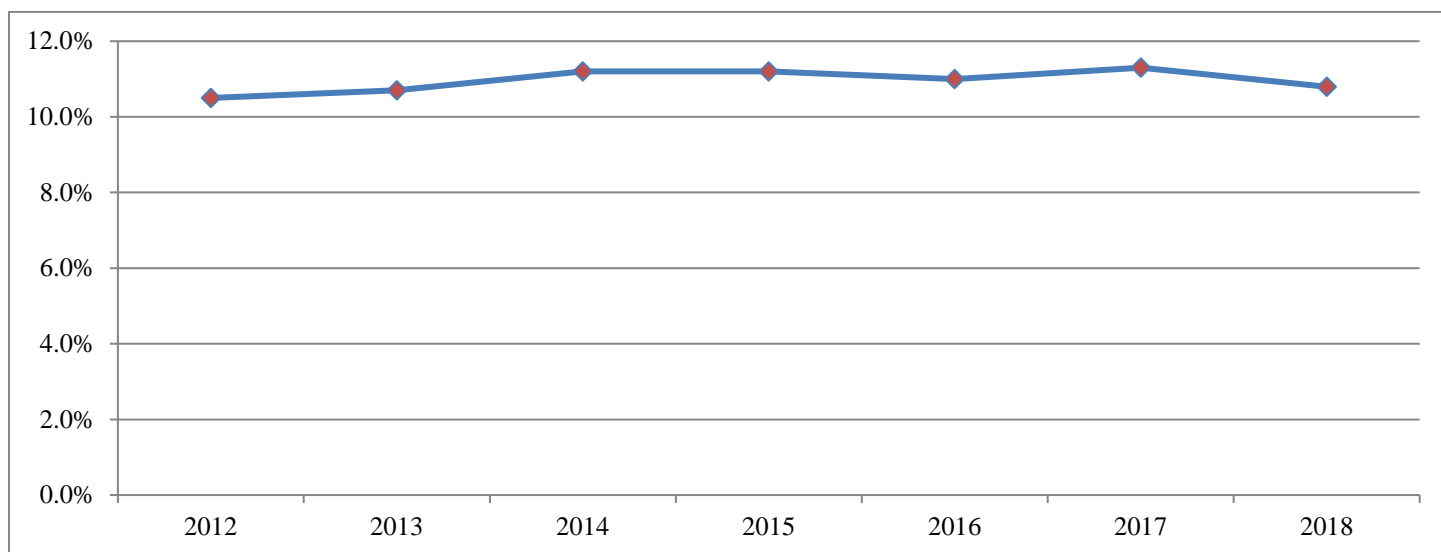
**Teacher Retention in Missouri's Public School Work Force 2012-2016**

<sup>2</sup> Refers to first year teachers still teaching in a public school after 3 years

<sup>3</sup> Refers to first year teachers still teaching in a public school after 5 years

**Hiring & Retention Rates 2012-2018**

School Year	2012 - 13	2013 - 14	2014 - 15	2015 - 16	2016 - 17	2017 - 18
<b>Total Teachers</b>	69,025	69,407	69,859	69,683	70,220	70,575
<b>District New Hires</b>	7,377	7,745	7,840	7,714	7,987	7,587
<b>Teacher Hiring Rate<sup>4</sup></b>	10.7%	11.2%	11.2%	11.1%	11.4%	10.8%
<b>Overall Teacher Retention Rate</b>	86.8%	86.5%	86.5%	86.6%	86.3%	83.6%

**Hiring Rates 2012-2018****Teachers Entering Missouri's Public School Work Force 2012-18**

School Year	2012 - 13	2013 - 14	2014 - 15	2015 - 16	2016 - 17	2017 - 18
<b>Number of Individual Initial Certificates Issued</b>	6,706	7,838	7,773	7,180	6,626	5,920
<b>Number of Multiple Initial Certificates Issued</b>	7,637	8,088	8,724	9,229	9,020	8,484

<sup>4</sup> Refers to the need to fill any educator position regardless of the reason the position became vacant

**District New Hires 2012-2018**

School Year	2012 - 13	2013 - 14	2014 - 15	2015 - 16	2016 - 17	2017 - 18
<b>Total New Hires</b>	7,377	7,745	7,840	7,714	7,995	7,587
<b>First-Year Teachers</b>	59.0%	58.1%	56.7%	55.3%	54.0%	54.3%
<b>From Another District</b>	36.0%	36.5%	37.5%	38.6%	39.4%	39.6%
<b>From Out-of-State</b>	5.0%	5.4%	5.8%	6.1%	6.6%	6.1%

**District New Hires 2012-2018**